

SIOP *Salutes*



The Society for Industrial and
Organizational Psychology, Inc.
30th Annual Conference

Philadelphia Marriott Downtown
Philadelphia, PA

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Roster of 2014-2015 SIOP Executive Board and Committee Chairs

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 Tammy Allen, Past President
 Steve W. J. Kozlowski, President-Elect
 Kathleen Kappy Lundquist, Financial Officer/Secretary

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 Program – APS: Reeshad Dalal, Silvia Bonaccio (CiT)
 Program – SIOP: Kristen Shockley, Scott Tonidandel (CiT)
 SIOP Conference: Eden King
 Workshops: Erica Desrosiers, Emily Solberg (CiT)
 Leading Edge Consortium: Elaine Pulakos

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 Fellowship: Ron Landis
 Historian: Jeffrey Cucina
 LGBT: Larry Martinez
 Membership: Satoris Culbertson
 Placement and JobNet: Anne Hansen

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Instructional and Educational Officer: Laura Koppes Bryan
 CE Coordinator: Rose Mueller-Hanson
 Consortia: Mark Frame, Tracey Rizzuto (CiT)
 Education and Training: Whitney Botsford Morgan

Research and Science Officer: Fred Oswald
 Govt. Relations Advocacy Team (GREAT): Seth Kaplan
 Institutional Research: Charles Scherbaum
 Scientific Affairs: Steve Stark

Strategic Planning & Research (SPARC): Debra Major

Branding Task Force: Chris Rotolo

FABBS Representatives: Alex Alonso, Seth Kaplan

Administrative Office:
 David Nershi, Executive Director
 Linda Lentz, Director of Administrative Services

Foundation: Milton Hakel, President

Administrative Office:
 440 E Poe Rd.
 Suite 101,
 Bowling Green OH 43402
 419 353-0032
 Fax: 419 352-2645

CiT = Chair in Training

A = Associate Chair

Distinguished Awards



Distinguished Early Career Contributions Award—Science **Christopher Berry, Indiana University**

Dr. Berry has been described as “one of the emerging young stars” in I-O psychology as evidenced by the high quality and impactful research record he has produced since receiving his doctorate from the University of Minnesota in 2007. He has been author or coauthor of 30 publications, many in top-tier journals, including 14 articles in *Personnel Psychology* and *Journal of Applied Psychology*. His research encompasses two broad streams. The first focuses on the validity and fairness of psychological testing for high stakes selection. This work has advanced the understanding of the roles that race/ethnicity and range restriction play in test validity. The second focuses on conceptualization, measurement, and prediction of counterproductive work behaviors. His work highlights problems

with obtaining “other” reports, particularly coworker and supervisor ratings, when assessing counterproductive behavior and clarifies the importance of focusing on different forms of deviance, especially interpersonal and organizational deviance. His work makes him one of the nation’s leading scholars in the area of “nontraditional dimensions” of individual job performance in I-O research. He has served on the editorial board of *JAP* since 2012 and is associate editor of *JAP*, something quite rare for a person so early in his or her career. He also received an Early Career Achievement Award from the Academy of Management Human Resources Division.



Distinguished Early Career Contributions Award—Practice **Jeffrey Cucina, U.S. Customs and Border Protection**

In a few short years, Dr. Cucina has impressed colleagues with his ability to discern important applied research issues and to translate them into workable hypotheses, well-planned research designs, and meaningful outcomes. A persistent theme in his research and practice has been concern for the valid measurement of candidate attributes and employee attitudes, which has led to a well-deserved reputation as a skilled developer of assessments. His applied research has substantially contributed to the development and scoring of personality tests and the issue of faking within these measures. He has been instrumental in championing and defending the validity of assessment batteries within federal agencies. Another significant contribution has been directing Customs and Border Protec-

tion’s Entry Level Video Based Testing (VBT) program, which is a high fidelity alternative to traditional approaches of measuring interpersonal skills such as structured interviews and situational judgment tests. As a result of his award-winning VBT work, he is viewed as a leader, especially among I-O psychologists working for the federal government. He is currently serving as SIOP’s Historian and is leading SIOP’s time capsule project, continuing SIOP’s Living History Series and conducting other efforts related to SIOP’s history. He has also expanded the knowledge base of fellow professionals through his 128 publications, presentations, and technical reports, including 52 SIOP presentations.



Distinguished Teaching Contributions Award **Kenneth G. Brown, University of Iowa**

“Life-changing,” “an amazing teacher,” “an excellent role model,” and “a valued mentor” are typical of the descriptions from Dr. Brown’s former students. His enthusiasm, passion, and interest in students have been instrumental in developing numerous I-O researchers, consultants, and teachers. His teaching philosophy integrates science and practice through creating a classroom environment that includes service learning and community engagement, where students have the opportunity to put the principles he teaches directly into practice. This teaching approach illustrates to students the complexities of applying academic ideals to real world problems. The consistent focus of his teaching career has not only been in delivering instruction and commitment to helping students

succeed, but also in helping others to become better teachers via his own research as well as his service and outreach activities. Evidence of his impact as a teacher is the wealth of awards he has received at the University of Iowa, including the President and Provost Award for Teaching Excellence, Faculty Adviser of the Year, and the Students Choice for Faculty Excellence. It is clear from the high regard students, both present and former, have for Dr. Brown that he is passionate about teaching and students and that he has a strong and lasting impact upon the hundreds of undergraduate and graduate students he has taught.

Distinguished Awards

Distinguished Service Contributions Award

Debra Major, Old Dominion University

For nearly 25 years, Dr. Major has been continuously involved in substantive volunteer activities for SIOP and has served in a multitude of roles making significant leadership contributions. She started her SIOP involvement with the Education and Training Committee as an active member and then as chair. She led a revision of the Guidelines for Doctoral Education as well as the creation for Instructor's Guide for Introducing Industrial-Organizational Psychology and the accompanying modules. She also served as *TIP* editor and introduced six new columns and recruited authors as well as maintained the membership's high satisfaction with *TIP* and its designation as a "most valuable benefit" of membership. As one of SIOP's elected APA Council representatives, she made significant contributions to help facilitate collaboration between SIOP and APA. In 2010 she was appointed to the External Relations Committee where she successfully lobbied for the inclusion of SIOP candidates on APA boards and committees. Within APA she has been a true advocate and bridge builder for the field of I-O psychology. As chair of the Committee on Division/APA Relations, she pursued many opportunities to demonstrate the relevance of I-O psychology. She currently chairs SIOP's Support, Planning, and Research Committee, which, among other things, reviewed and assessed membership bylaws and produced a report outlining the pros and cons of current membership requirements and alternatives.



Distinguished Service Contributions Award

John Hollenbeck, Michigan State University

The level and quality of service Dr. Hollenbeck has provided SIOP and its members for more than 3 decades is both exemplary and truly extraordinary. During that time he has held some of the most time-consuming positions within the society, including two terms on the Executive Committee. In the mid-1990s he served as program chair, which was an enormous undertaking for him and his committee (indeed all program chairs prior to when the society moved to an online system) and most members never were aware of the behind-the-scenes work involved at that time. He has also served as chair of the Scientific Affairs Committee and was a member of the Awards Committee. He participated in the SIOP Doctoral Consortium for 12 consecutive years, where he made long-lasting impacts upon student attendees. In an indirect way, SIOP has benefited from his influential role in the Academy of Management, where he is a strong advocate for business schools to provide the sorts of training that I-O students receive, such as psychometrics and advanced statistics, which helps to increase the broad relevance of I-O training. In addition to helping train generations of I-O psychologists through his teaching, he served as editor of *Personnel Psychology*. His contributions to I-O psychology have been recognized by his election as a SIOP Fellow.



Distinguished Professional Contributions Award

Rob Silzer, HR Assessment and Development Inc. and Baruch, CUNY

As a leading practitioner for 40 years, Dr. Silzer has had a profound influence on the field of I-O psychology. His efforts to advance knowledge and practice in individual assessment, talent management, executive development, leadership potential, and professional practice have been the foundation for much outstanding work by I-O psychologists. He helped to build an applied knowledge base that emphasizes rigorous I-O science. He has made major contributions in over 150 domestic/international client organizations. He has had a major impact on I-O psychology through his writing, workshops, presentations, and teaching. He significantly impacted professional education by delivering 10 SIOP workshops (also APA, NY Metro and IAAP workshops) as well as originating and leading the Leading Edge Consortia (LEC). His passion for creating and disseminating new knowledge is evidenced by his three edited books in SIOP's Professional Practice Series, 14 book chapters, 40 professional articles, and 28 data-based *TIP* articles, a prolific output for a practitioner. He has strongly advocated for I-O practice by collecting data from colleagues, providing new insights and challenging the status quo. He also has a passion for graduate education and is a popular doctoral faculty member at Baruch (CUNY). He is a Fellow in SIOP, APA, APS, and SCP. Through all his involvements, he has made an enormous contribution to I-O psychology.





Distinguished Scientific Contributions Award Michael Frese, National University of Singapore

Dr. Frese's work exemplifies I-O psychology's core values of rigor, relevance, productivity, creativity, and global impact. He is truly near the top of the I-O field in terms of scholarly output, recognition, and impact. Some of his most important scientific contributions are in the areas of stress at work, personal initiative, learning from errors, and entrepreneurial behavior. An example of his concept of proactive behavior was a study that compared the personal initiative of workers in East and West Germany, his native land. It showed how the huge gap in work cultures in the two countries was responsible for the low personal initiative of East German employees. He was one of the first scholars to address how a complex problem at work—making errors—had values and could be used to affect workers in

a positive manner. He has mapped the processes by which errors contribute to learning: how error management training reduces negative emotions toward errors and induces metacognitive activity and leads to higher performance. His recent work has been in entrepreneurial behavior, which he has focused on helping develop third world economies, especially in Africa, and solve what appear to be intractable social problems. In this work, he has become an internationally known advocate for industrial and organizational psychology as a science-driven discipline for improvement of work behavior.

SIOP Awards



Dunnette Prize Frank L. Schmidt

Inaugural Winner!

It is only fitting that the first Dunnette Prize be awarded to Dr. Frank Schmidt. The award is designed to "honor living individuals whose work has significantly expanded knowledge of the causal significance of individual differences through advanced research, development, and/or application." These criteria define Dr. Schmidt. After receiving his PhD in Industrial Psychology from Purdue University in 1970, he began a career that spanned over 40 years and numerous employment sectors, from academia to government to business. Dr. Schmidt's list of publications is astounding and includes seven books, over 200 studies, and over 300 presentations. Perhaps most impressive is that these publications have nearly 36,000 citations and that his current H Index is

77. His honors are too numerous for an exhaustive list to be provided here, but they include the APA Foundation Gold Medal Lifetime Achievement Award for Applications of Psychology, the APA Distinguished Scientific Contributions Award, and the APS James McKeen Cattell Award for Scientific Contributions to Applied Psychology. Dr. Schmidt has remained active in I-O research. Since his retirement in 2012, he has published four research articles and the third edition of his meta-analysis book, and he currently has four research papers under review. He also continues to serve on a number of editorial boards.

2015 M. Scott Myers Award for Applied Research in the Workplace

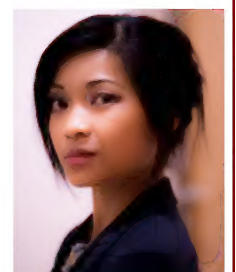


The 2015 Myers award goes to Fritz Drasgow (University of Illinois at Urbana-Champaign), Stephen Stark (University of South Florida), Oleksandr S. Chernyshenko (Nanyang Technological University), Christopher D. Nye (Michigan State University), Leonard A. White (U.S. Army Research Institute), and Tonia S. Heffner (U.S. Army Research Institute) for their work entitled "Development of the Tailored Adaptive Personality Assessment System (TAPAS) to Support Army Selection and Classification Decisions."



S. Rains Wallace Dissertation Award

Jessica E. Dinh of the University of Akron is the recipient of the 2015 Wallace Award for her paper "A Neurocognitive Perspective on Abusive Supervision and Subordinate Unethical Behavior."



SIOP International Awards

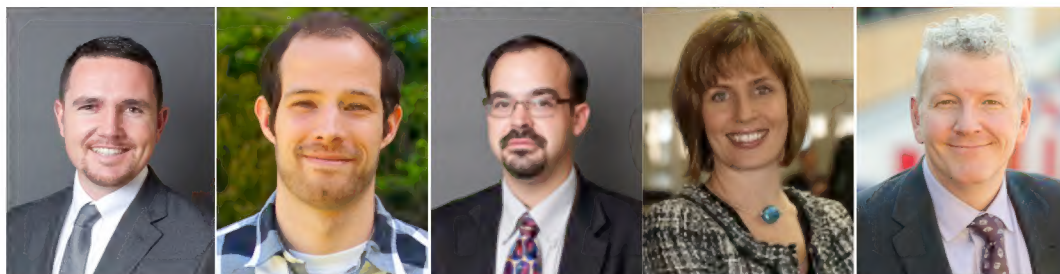
SIOP International Research and Collaboration (IRC) Small Grant

The 2015 IRC grant goes to **Lynda Zugec** (The Workforce Consultants), **Darja Maslic Sersic** (University of Zagreb), and **Karen Korabik** (University of Guelph) for their project “Multiple Intel-ligences, Leadership, and Androgyny: An International Study.”



Best International Paper Award

The best international paper at the 2015 SIOP Annual Conference is the poster entitled “Effect Size Benchmarks for Common I-O Topics Around the Globe” presented by **James G. Field** (Virginia Commonwealth University), **Alec H. Munc** (Clemson University), **Frank A. Bosco** (Virginia Commonwealth University), **Krista L. Uggerslev** (Northern Alberta Institute of Technology), and **Piers Steel** (University of Calgary).



The Best International Paper Award will be presented at the International Reception on Thursday from 6:00 to 7:00pm in Grand D

SIOP Travel Awards

The student applications were rated on their research experience, practical experience, financial need, and SIOP contribution. This list is diverse in its school affiliations and represents students with both academic and applied career aspirations.

Andrew Bennett, Virginia Commonwealth University

Caitlin Blackmore, Wright State University

Celia Chui, University of Lausanne

Caitlin Demsky, Portland State University

Andrew Hafenbrack, INSEAD

Andrea Hetrick, University of Georgia

Mengqiao Liu, Wayne State University

Isaac Sabat, George Mason University

Jane Thomas, University of North Carolina Charlotte

Craig White, Texas A&M University

SIOP Foundation Awards



Raymond A. Katzell Award

Tomas Chamorro-Premuzic, Hogan Assessment Systems

Raymond Katzell during his career unfailingly urged his students to publicize I-O research-based insights in order to both affect organizations within our society and improve individual working lives. Dr. Chamorro-Premuzic has done exactly that—bringing I-O science to the public through multiple forums, traditional and nontraditional, around the world. His research-based work is aimed at enhancing both individual career success and organizational effectiveness. He has created psychometrically sound tools and has made them available, often at no cost, to the wider public, helping individuals increase their self-awareness. Using social media, television, and radio, his public reach has been widespread. Two articles in *Harvard Business Review* alone—“Why Do So Many Incompetent Men Become Leaders?” and “Seven Rules for Managing Creative, But Difficult People”—have been viewed nearly one million times. A recent book, *Confidence*, has sold more than 25,000 copies and has been reviewed in major publications around the world. A major article entitled “The Perfect Hire” in a 2013 issue of *Scientific American* on how technology and psychology are reshaping the search for the best employees is one of the few articles authored by an I-O psychologist in that magazine. He bridges both the academic and corporate worlds as a professor at University College London and Columbia University and as the recently appointed CEO of Hogan Assessments.

SIOP Foundation Awards

Hogan Award for Personality and Work Performance

Both these prestigious awards are presented to the team of **Nathan T. Carter** (University of Georgia), **Dev K. Dalal** (University of Connecticut), **Anthony S. Boyce** (Aon), **Matthew S. O'Connell** (Select International, Inc.), **Mei-Chuan Kung** (Select International, Inc.), and **Kristin Delgado** (Select International, Inc.) for their article "Uncovering Curvilinear Relationships Between Conscientiousness and Job Performance: How Theoretically Appropriate Measurement Makes an Empirical Difference,"

Journal of Applied Psychology, 99(4):564-586.



Wiley Award for Excellence in Survey Research

In recognition of excellence and innovation in the design of survey research methods or techniques that will improve organizational effectiveness and performance, the 2015 Wiley Award is presented to **Brian K. Griepentrog** (Fors Marsh Group), **Joseph N. Luchman** (Fors Marsh Group), **Sarah Keaton** (Fors Marsh Group), **Sean Marsh** (Fors Marsh Group), **Ronald P. Vega** (George Mason University), and **Kara Marsh** (Fors Marsh Group) for their research "General Services

Administration's (GSA) Federal Acquisition Services' (FAS) Customer Loyalty Study."



William A. Owens Scholarly Achievement Award

The 2015 Owens Award is given to **Steve W. J. Kozlowski** (Michigan State University), **Georgia T. Chao** (Michigan State University), **James A. Grand** (University of Maryland), **Michael T. Braun** (Virginia Polytechnic Institute and State University), and **Goran Kuljanin** (University of Illinois at Chicago) for their article "Advancing Multilevel Research Design: Capturing the Dynamics of Emergence," *Organizational Research Methods* 16: 581-615.



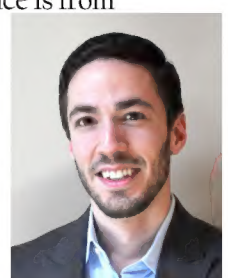
Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award



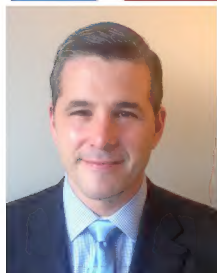
The award for the best paper on the topic of lesbian, gay, bisexual, and transgender issues is presented to **Isaac Sabat** (George Mason University) and **Kristen Jones** (Washington State University Vancouver) for their symposium "New Methods in Examining Workplace Outcomes of LGB Identity Management."

John C. Flanagan Award

The outstanding student contribution to the 2015 SIOP Conference is from **Eric Knudsen**, Baruch College, City University of New York. His poster is entitled "Building Bridges: An Occupational Network Analysis of I-O Psychologists."



SIOP Foundation Fellowships and Scholarships



Leslie W. Joyce and Paul W. Thayer Graduate Fellowship in I-O Psychology

The 2015 Leslie W. Joyce and Paul W. Thayer Fellowship is presented to **John F. Capman** (Baruch College, City University of New York) for his research “The Roles of Perceived Group Competition and Social Dominance Orientation in Discriminatory Selection Decisions.

Lee Hakel Graduate Student Scholarship

The 2015 Lee Hakel Scholarship is awarded to **Margaret Luciano** (University of Connecticut) for her research “Unpacking the Dynamics of Cross-Unit Coordination: A Multi-Level Quasi-Experimental Investigation of Patient Handoffs.”



George C. Thornton III Graduate Scholarship

For truly exemplifying the scientist-practitioner model, the Thornton Scholarship is presented to **Zoa Ordonez** (University of North Carolina Charlotte).

Schneider Scholarship by the Macey Fund

Tao Yang (University of Minnesota) is the 2015 Schneider Scholarship winner based on his research “Why and When Does Mindfulness Intervention Promote Job Performance? The Interpersonal Mechanisms and Individual, Job, and Social Contingencies.”



Graduate Student Scholarships

Michael Karim (George Washington University) receives his scholarship for his work entitled “Electronic Monitoring and Self-Regulation: Effects of Monitoring Purpose on Goal State, Feedback Perceptions, and Learning.”

Amanda Anderson (George Mason University) is awarded a scholarship for her work “Individual and Organizational Strategies to Reduce Discrimination Against Mothers: An Experimental Field Study.”



Small Grants Program



Research titled “A Comprehensive Examination of a New Faking-Mitigation Procedure for Personality Tests Within Selection Contexts: A Field Experiment” netted **Jinyan Fan** (Auburn University), **Guoxiang Zhao** (Henan University), **Minghui Wang** (Henan University), **Ronald C. Page**(Assessment Associates International, LLC), **Hui Meng** (East China Normal University), and **Yuan Yuan** (Auburn University) a foundation grant.



Mahima Saxena (Illinois Institute of Technology) and **John Scott** (APTMetrics) receive a grant for research on “I-O Psychology and the ILO: Exploring Work Experiences of Informal Workers and Promoting Decent Work for All.”

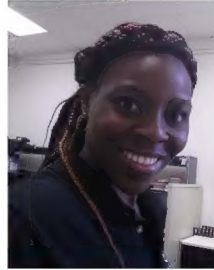
Jolie M. B. Terrazas (Baruch College, The City University of New York Graduate Center) receives a grant for her research “Mindfulness, Leaders’ Emotional Labor Demands, and Performance: Development and Experimental Investigation of a Process Model in the Context of a Simulated Human Resource Sexual Harassment Investigation.”



SIOP Foundation Grants

Adverse Impact Reduction Research Initiative and Action (AIRRIA) Grant

An AIRRIA grant is awarded to **Winfred Arthur, Jr.**, (Texas A&M University), **Bryan D. Edwards** (Oklahoma State University), **Olabisi Asenuga** (Texas A&M University), **Nathanael Keiser** (Texas A&M University), **Inchul Cho** (Texas A&M University), and **Steven Jarrett** (Select International, Inc.) for their project “The Predictor Method-Change Approach to Reducing Subgroup Differences: True Method Effects or Camouflaged Construct-Change Effects?”



Sidney A. Fine Grant for Research on Job Analysis

The Fine research grant goes to **Hannah A. Berkers**, **Vladimer Kobayashi**, **Stefan T. Mol**, and **Gábor Kismihók** (all of the University of Amsterdam) for their research “Big Data Based Job Analytics.”



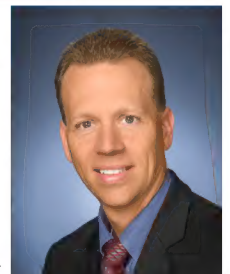
Douglas W. Bray and Ann Howard Research Grant

This year's Bray-Howard grant is given to **Brian Hoffman** and **Alexander C. LoPilato** (both of the University of Georgia) for research entitled “Expanding the Criterion Domain of Assessment Centers to include Relationship Maintenance Behaviors.”

SIOP Fellows

David G. Allen, University of Memphis

Dr. Allen is widely known for work in voluntary employee turnover and has produced a sustained program of research in which he has informed theory and practice in this area, and this research has been widely cited. His research emphasizes the importance of determining which employees leave in addition to how many people leave. This work advances turnover theory and practice because of limited understanding of turnover functionality, turnover among important subpopulations, and boundary conditions to prominent turnover theories. He has published more than 40 refereed journal articles, many in top journals such as *Journal of Applied Psychology*, *Personnel Psychology*, *Academy of Management Journal*, *Journal of Management*, and *Organizational Research Methods*. Dr. Allen also has substantial editorial board service. He currently serves as a senior associate editor for *Journal of Management* and has served on the editorial boards of *Academy of Management Journal*, *Personnel Psychology* (winning 2010 and 2014 Best Reviewer Awards), *Journal of Applied Psychology*, and others.



Janet L. Barnes-Farrell, University of Connecticut

Dr. Barnes-Farrell is well known for her research on three topics: performance appraisal processes, workplace conditions that affect older workers, and the intersection of work with other important domains in an individual's life. She has published 44 peer-reviewed articles and 13 books and chapters, and she has served as PI or co-PI on more than 50 grants and contracts from agencies such as National Institute for Occupational Safety and Health and the Department of Transportation. Her interest in age in the workplace has led to her being a nationally recognized leader in this area for more than 30 years. The quality of her research is



SIOP Fellows

reflected in the way she has influenced scholarly communities through her service on the editorial boards of several journals, including *Journal of Applied Psychology*, *Journal of Business and Psychology*, *Journal of Management*, *Journal of Managerial Psychology*, and *Work, Aging & Retirement*, and as an associate editor of *Journal of Occupational Health Psychology*.

Wendy S. Becker, Shippensburg University

Dr. Becker has made significant contributions to applied psychology through innovative research and practice. Of particular importance are her contributions in qualitative methodology such as the historic military staff ride—critical for understanding extreme events. Her analysis of the recruitment and retention of forensic scientists has impacted procedures at crime labs across the U.S and is cited by the National Academy of Sciences. She is also recognized for her selection system design work in facility start-ups. In addition, she has received awards from the Academy of Management and the Academy of Human Resource Development for research in ethics and sustainability. Outstanding service to the profession includes development of SIOP's Junior Faculty Consortium, service as *TIP* editor, Visibility Committee chair, William A. Owens Scholarly Achievement Award chair, and her support during the launch of the Leading Edge Consortium. Dr. Becker is serving as president of the Metropolitan New York Association for Applied Psychology (METRO) in 2015–2016.



Bradford S. Bell, Cornell University

Dr. Bell's research has contributed to I-O psychology by expanding the literatures on training and development, and team effectiveness. His theoretical and empirical work in training has helped to provide insight into the cognitive, motivational, and emotional processes that underlie active learning, the training design elements that can be used to shape these processes, and the role of individual differences in influencing how trainees interact with active learning interventions. Much of his work in team effectiveness has similarly focused on issues surrounding team training and learning. He has published 41 articles and book chapters, and his work has been widely cited. Dr. Bell has received several research awards, including the Early Career Achievement Award from the HR Division of the Academy of Management and an Emerald Management Reviews Citation of Excellence. He has also supported and advanced the science of I-O psychology through a variety of service activities. He is currently editor of *Personnel Psychology*.



Mark N. Bing, University of Mississippi

Dr. Bing's research has significantly impacted the field of I-O psychology by altering the way traditional self-report assessments of personality are viewed and by expanding personality theory and measurement within the realm of nonconscious or implicit personality traits. He has been a productive scholar and has more than 40 frequently cited publications. He has demonstrated consistent excellent scholarship by publishing award winning research in top journals, such as the *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, *Journal of Organizational Behavior*, and *Organizational Research Methods*. He has also significantly altered and improved the way the U.S. Navy selects prospective submariners. As the principal investigator of the U.S. Navy's SUBSCREEN Program, in which he directed and oversaw a large-scale, standardized testing and psychological assessment program for the U.S. Navy's Submarine Force, Dr. Bing developed the first empirical prediction equation for the SUBSCREEN Program to improve "select-out" decisions on submariners in training.



Wendy R. Boswell, Texas A & M University

Dr. Boswell's work has contributed to understanding employee attachment to organizations as well as myriad workplace practices and constructs. Her research has been foundational and critical in advancing the literature by bringing a focused and creative perspective, identifying previously unexamined antecedents and consequences of many types of prevalent ways we view the formation of job attitudes and how they are maintained over time, why and how individuals search for jobs, how new employees adjust to jobs, the nature of the work–nonwork interface, and understanding workplace treatment and mistreatment. Since earning her doctoral degree in 2000, Dr. Boswell has published 45 refereed articles, eight book chapters, and presented dozens of conference papers. Her refereed publications have appeared in premier journals including the *Journal of Applied Psychology*, *Journal of Management*, *Personnel Psychology*, *Academy of Management Review*, and *Academy of Management Journal*. According to Web of Science, Dr. Boswell's publications have been cited more than 1,000 times.



Stuart C. Carr, Massey University, New Zealand

Dr. Carr is a thought leader and key driving force for the evolution of humanitarian work psychology, which promotes humanitarianism and social advocacy on a global scale. He has long advocated the vision that organizations, perhaps even more than countries, have the capacity to advance humanitarian goals and improve the lives of vulnerable populations. He is a founding member and officer of the Global Organization for Humanitarian Work Psychology, with a mission to synthesize organizational, industrial, work, and other areas of psychology with deliberate and organized efforts to enhance human welfare. He is the inaugural recipient of the B. Jamieson Award in Organizational Psychology from the New Zealand Psychological Society for his significant contributions in I-O research on reducing poverty. His antipoverty publications include 96 articles in refereed journals and 13 authored or edited books. Moreover, he has bridged the gap between science and practice through the integration of theory, research, and practical applications that has driven our profession forward.



Gary W. Carter, PDRI a CEB Company

Dr. Carter has made outstanding contributions in three primary areas: Bell Atlantic's automated selection battery, his work in the early development of O*NET, and his career pathing work. His work on the Bell Atlantic Universal Test Battery was groundbreaking and had an impact on virtually every automated and all subsequent computerized selection systems. He was a leader of the team that led the development of this battery of tools used to test hundreds of thousands of candidates. He also developed a similar battery of tests for GTE. In short, his work in creating these selection systems was innovative, collaborative, and has had a significant impact on the field of I-O psychology. Dr. Carter was also a substantial contributor to the development of O*NET, especially in the assessment tools linked to O*NET. Finally, he was the first author of one of the few books on career pathing, unique in its emphasis on both employee and organizational perspectives.



Xiao-Ping Chen, University of Washington

Dr. Chen has made significant and outstanding contributions to the field of organizational psychology in multiple domains. Specifically, her research has enhanced our understanding of important psychological and organizational phenomena including cooperation and competition, leadership, turnover, organizational citizenship behavior, cross-cultural issues, and entrepreneurship. Her work has appeared in the very best journals in her field, including *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology* and *Organizational Behavior*, and *Human Decision Processes*, and her research accomplishments are noteworthy in terms of high quality and quantity. Dr. Chen has more than 50 publications that have generated more than 2,600 citations, and she has received awards for her research as well as successfully secured external funding. She has been editor-in-chief of *Organizational Behavior and Human Decision Processes* since 2010 and was an associate editor for this journal from 2008–2010. She is an outstanding PhD mentor who cares deeply about the career growth and personal development of her students.



Neil D. Christiansen, Central Michigan University

Dr. Christiansen's contributions to I-O psychology have been in the realm of advancing methods of personality assessment within organizations and understanding the relationship between personality and work behavior. He has produced a sustained and important program of research on methodological issues in personality assessment and provided an understanding of the links between personality and performance-related work outcomes. His contributions include helping lead the way to providing solutions to the problems of personality tests' error and bias when they are used for applied purposes, what leads to those problems, and how best to avoid them. In particular, his scholarship addresses the major aspects of faking on personality tests. Overall, he has published 38 papers in peer-reviewed journals, with 35 being reports of empirical research. He has also authored six book chapters and coedited a handbook. His research has been cited more than 2,000 times, with more than half of these since 2009.



Eric M. Dunleavy, DCI Consulting Group

Dr. Dunleavy has taken a leadership role in educating his professional colleagues on the implications of employment law, regulations, and court cases for our discipline. He has coauthored more than 30 articles on this topic in *TIP*, coauthored six articles on this topic in the *Industrial-Organizational Psychology: Perspectives on Science and Practice*, and has authored another 13 articles in the *Personnel Testing Council of Metropolitan Washington D.C. Quarterly* on this same topic. He has a strong record of sharing his knowledge with his colleagues at professional meetings having participated in more than 40 of these sessions. He also has a remarkable record of professional practice and applied research addressing fair employment issues for AIR and DCI Consulting Group. He has chaired a SIOP task force formed to develop a dialogue with the EEOC and was recognized by SIOP in 2011 with the first Early Career Contribution Award in Practice.



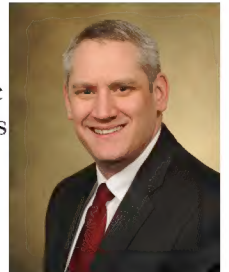
John W. Fleenor, Center for Creative Leadership

Dr. Fleenor's contribution is focused on multisource (360-degree) feedback and self-other rating agreement research, particularly as related to leadership. In these areas, he has made his mark of truly "unusual and outstanding contributions," which has resulted in over 30 refereed journal articles. In terms of impact, he is a coauthor of the first article to introduce polynomial regression to the self-other rating agreement realm, as well as two of the more significant review articles in this area. He also coauthored one of the first articles examine these issues in a cross-cultural context and the first article to employ three advanced statistical techniques (polynomial regression, random coefficient modeling, and relative weight analysis) to investigate self-other rating agreement. He is one of the recognized experts and contributors to this area of scientific inquiry. His body of work—research, practice, academics, professional and SIOP service—is the SIOP ideal of being at the "science–practice interface."



Jonathon R.B. Halbesleben, University of Alabama

Dr. Halbesleben's research has been built on conservation of resources theory and has made contributions to three specific areas: resource allocation under conditions where resources are being diminished, resource allocation when resources are abundant, and resource allocation across work and family boundaries. He has had a productive career, having published more than 80 peer-reviewed publications in leading journals and nine books. He serves as the editor of the *Journal of Occupational and Organizational Psychology* and as a study section member for the National Institute for Occupational Safety and Health. One nominator wrote, "His contributions in these areas have been monumental and impactful, creating active discussion, stimulating controversy, and moving the field in some new directions. It is quite fair to say that his work in these areas have been path breaking and highly influential. He has changed the conversation in the areas of job stress, burnout, and work–family interface through his research based on conservation of resources theory."



Yeung-Hsiang (Emily) Huang, Liberty Mutual Research Institute for Safety

Dr. Huang has been a senior research scientist at Liberty Mutual Research Institute for Safety since 2001 and has published more than 70 peer-reviewed journal articles, four book chapters, as well as practical recommendations to occupational safety practitioners. She has played an important role as a leader and collaborator in multidisciplinary efforts to study safety perceptions, to develop and evaluate safety climate measures for a variety of industries, and has provided guidance on field safety practices for more than a decade. Currently, she serves as an associate editor for *Accident Analysis and Prevention*, and she has been a frequent reviewer of study sections for the National Institute for Occupational Safety and Health (NIOSH). Dr. Huang's unique contribution to SIOP is her commitment and efforts to bridge I-O psychology with disciplines of occupational safety. Her efforts have significantly increased the visibility and impact of I-O psychology on areas such as transportation safety, injury prevention, ergonomics, epidemiology, human factors, and rehabilitation.



Leslie W. Joyce, Novelis Inc.

Dr. Joyce is an example of the consummate scientist–practitioner. Her early research on assessment centers identified "managerial functions" to be a valid and pragmatic alternative to attributes or exercises as the construct profile of assessment centers. She has made outstanding contributions through impactful professional practice in large-scale programs, mentoring and developing I-O psychologists, as well as in developing innovative HR procedures and policies. Dr. Joyce has C-suite visibility and has been a major change agent in large organizations and an advocate for I-O psychology. She has delivered outstanding work in the areas of assessment center design and implementation, change management, performance appraisal/performance management, employee engagement, and leadership development. She has also been active in SIOP and other professional organizations, including The Human Resources Leadership Forum, the Board of Advisors to the American Society for Training and Development–Atlanta, and the Board of Advisors for the Executive MBA program at Kennesaw State University.



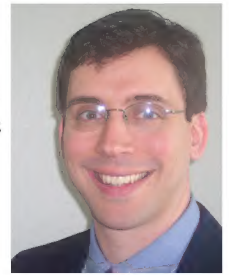
Tracy M. Kantrowitz, CEB

Dr. Kantrowitz's contributions as a scientist–practitioner have focused on measurement innovations in job-relevant psychometric assessments that improve "classic" predictors. Her work has resulted in the creation of assessments implemented by some of the largest organizations in the world. Her impact on the field has also been expressed through scholarly publications that have emphasized the intersection between testing and technology (e.g., computer adaptive testing, unproctored testing), mentoring and managing other scientist–practitioners, and contributing to the advocacy of I-O psychology practice. During the past 5 years, she has contributed to, or led, a widely cited industry publication, a series of Global Assessment Trends Reports that has reported trends in HR priorities, talent measurement practices, and the use of technology in talent management. She was the recipient of SIOP's 2014 Distinguished Early Career Contribution–Practice Award as well as the 2010 M. Scott Myers Award for Applied Research in the Workplace. She also served as chair of SIOP's Professional Practice Committee from 2012 to 2014.



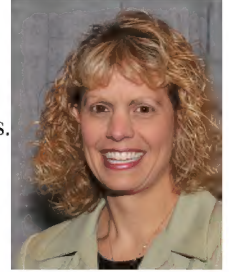
Daniel A. Newman, University of Illinois at Urbana-Champaign

Dr. Newman has made significant contributions to I-O through his work in adverse impact/race and gender issues in hiring and minority recruiting, emotional intelligence and its relation to job performance, narcissism in the workplace, job attitudes and their relation to work engagement and withdrawal, and research methods (missing data, multilevel and social network approaches, Bayesian meta-analysis, psychometrics). Across these areas, Dr. Newman has published 39 journal articles and 13 book chapters. His work is quantitatively sophisticated and methodologically rich, with implications for both theory and practical interventions. As a testament to its quality, his work has received numerous awards including SIOP's Owens Scholarly Achievement Award, the Academy of Management HR Division and Research Methods (RM) Division Scholarly Achievement Awards, ORM's Best Reviewer Award, and the RM Division Early Career Award. He has served on several editorial boards and as program chair for the Research Methods Division. He has also received numerous recognitions for his teaching.



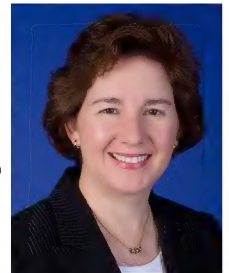
Stephanie C. Payne, Texas A & M University

Dr. Payne's research areas include antecedents and consequences of safety climate, antecedents of workplace turnover, and the influence of individual differences on the effectiveness of human resource practices. She has 42 in-print or in-press journal publications and book chapters and 114 peer-reviewed presentations. Her work on the antecedents of turnover includes a systematic series of studies aimed at the construct of commitment as well as research examining how work-family conflict relates to voluntary turnover. This stream of research examines actual turnover behavior rather than turnover intentions, which is often used as an imperfect proxy for turnover behavior. Her work has been cited more than 2,100 times. She received the 2013 SIOP M. Scott Myers Award for Applied Research in the Workplace and currently serves as principal investigator on Texas A&M's NSF-funded ADVANCE grant (\$3.5 million) examining the underlying reasons why there is an underrepresentation of women faculty in the STEM fields.



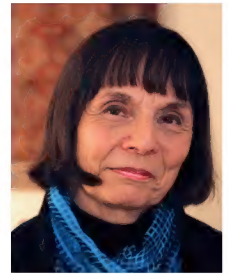
Terri A. Scandura, University of Miami

Dr. Scandura is well known for her work in mentoring, leadership, and research methods. Her research has helped to shape how we think about leadership (in relational terms) and what we know about leadership. Her articles, coauthored with Belle Ragins, on the role of gender in mentoring relationships were groundbreaking, raising significant questions pertaining to women's careers. Subsequently, Dr. Scandura added to the mentoring literature by looking at the costs of mentoring and considering the role of mentoring within groups. Her work has earned her recognitions and honors including a Best Symposium Award from the Careers Division of the Academy of Management and election to the Society of Organizational Behavior. She has served as associate editor for several journals including *Journal of Management* and *Organizational Research Methods*. She has 60 peer-reviewed articles, 18 book chapters, and 132 presentations at professional conferences. Her body of work has produced almost 12,000 citations, and her h-index is 47.



Virginia E. Schein, Gettysburg College

Dr. Schein has been a leader in setting the agenda and researching important new areas for the field of I-O psychology starting with her pioneering research on gender issues and her seminal article in the *American Psychologist*. A dedicated writer, researcher, practitioner and presenter, she has more than 100 refereed articles, chapters, books and invited presentations. Her work has been cited nearly 2,000 times, and she is the first I-O researcher to explore and open up the entire field of sex-role stereotyping, as well as a new and important agenda with her extension of I-O psychology to the global world of workers, particularly women in poverty. She served on the Executive Committee of Division 14 of APA (before the formation of SIOP) and chaired the Workshop Committee. She also has served as president of the Metropolitan New York Association for Applied Psychology and as president of the Work and Organizational Psychology Division of the International Association of Applied Psychologists (IAAP).



M. Peter Scontrino, Scontrino-Powell

Perhaps no one has done more to promote and advance the profession of I-O psychology in the Pacific Northwest than Dr. Scontrino. In his 41 years of consulting practice in the Seattle area, he has become a leading proponent of I-O practice and development. In 1990 he established the Puget Sound I-O Psychology Group (PSIOP) with just 20 members, and now there are more than 120 representing a growing I-O community that holds quarterly meetings and offers CEU credit for participating. During his career he has helped hundreds of organizations improve their selection, performance management, employee engagement, and management processes. He also designed a performance management system for the University of Washington. His work has resulted in two books and he teaches performance management best practices at Seattle Pacific University as well as mentoring students and helping them in the job market. He has a long history of SIOP-level participation in committees, particularly relating to licensure and continuing education.



William J. Shepherd, The Wendy's Company

Dr. Shepherd has a wealth of experience in talent acquisition, training and development, succession planning, performance management, human capital analytics, and organizational culture and effectiveness in multiple industries as both an external consultant and an internal talent management leader. At Huntington Bank, he oversaw the talent management practices that contributed to the bank being recognized as one of the top-40 best companies for leaders by *Chief Executive* magazine. He also led Huntington's employee survey program, which incorporated new approaches to existing best practices including linkages to employee wellness, early adoption of text analytics, and prediction of collective turnover. He has made notable contributions to I-O in the area of unproctored Internet testing (UIT). His early work identified key issues related to the feasibility and utility of UIT and provided a foundation for subsequent work. Throughout his career, he has been involved in SIOP, partnered with academics, and provided access to data for research that advances our field.



Margaret S. Stockdale, Indiana University-Purdue University at Indianapolis, IN

Dr. "Peggy" Stockdale is recognized as an innovator in research on sexual harassment within organizations. She was among the first to propose a comprehensive theory that predicts harassment against men as well as women. She is a leader in bridging beyond conventional academic research to analyze and understand the effects of organizational policies meant to deter harassment but that are not necessarily effective. More generally, her work has broken new ground in connecting academic research with organizational policies and practices. She has also contributed to the handling of sexual harassment cases in the judicial system by linking academic research to judicial arguments and practices. In sum, her research has clarified the ways people understand sexual harassment and the reactions they have to various attempts to cope with it. Her studies illustrate some of the ways the basic insights of psychological theories are useful or need to be enlarged to take account of the social contexts created by organizations.



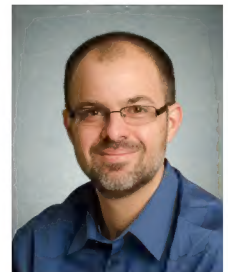
William J. Strickland, HumRRO

Dr. Strickland's service to the American Psychological Association and the National Research Council has yielded particularly deep and continuing visibility for I-O psychology among researchers. He has served at the highest level in either leading or supporting research designed to address significant issues of national importance. His work with the National Research Council in such areas as aviation flight safety has served to guide federal policy and practice guidelines when it comes to civilian aviation. Similarly, his work with the NRC, International Military Testing Association, and the APA Division of Military Psychology has been instrumental in helping recruit and select the kinds of people needed to ensure that our armed forces are capable of meeting global threats. In his roles as chair of the APA's Committee on Structure and Function of Council and, more recently, a member at large of the APA Board of Directors, he is a major force in reshaping the governance structure of the APA.



Scott Tonidandel, Davidson College

Dr. Tonidandel's research focuses on three primary areas. First, his work in the broad area of research methodologies has focused largely around alternative and improved tools beyond multiple regression for determining the relative importance of predictors. Second, he has conducted work in diversity-related issues, including the impact of race on employee retention and absenteeism. His recent work in Big Data has centered on leveraging data analytics to advance organizational psychology. He has produced 40 peer-reviewed journal articles, five book chapters, and made more than 50 presentations. The impact of his work is demonstrated by more than 1,000 citations. He currently is an associate editor for both the *Journal of Business and Psychology* and *Organizational Research Methods*. He is co-PI on a \$1.38 million NIDA grant. He is the lead editor on a forthcoming SIOP Frontiers volume about Big Data, has served as chair of SIOP's Education and Training Committee, and is the incoming SIOP Program Chair.



Sara P. Weiner, IBM

Dr. Weiner's career is characterized by using I-O principles in employee survey research to guide hundreds of senior leaders' decisions resulting in improved business outcomes such as increased retention, customer satisfaction, and revenue. Her evidence-based research and practice has emphasized four major areas: work/personal life balance and telecommuting, employee survey strategy, high-performance employee engagement, and corporate social responsibility (CSR). Dr. Weiner has numerous publications and presentations in these areas; partnered on the original design of the National Study of the Changing Workforce, chaired committees for both the Mayflower and IT Survey Groups, and has made noteworthy contributions to SIOP including serving as 2010 SIOP Program Chair. With I-O's involvement in CSR in an embryonic stage, she chaired the 2009 SIOP theme track on CSR and organized the ongoing fundraising for the "House that SIOP Built" for the Make It Right Foundation helping people affected by Hurricane Katrina. She also served as chair of the 2012 Leading Edge Consortium on environmental sustainability.

